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R.C.S.

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GRIEVANCES  
OF  
SURGEONS,  
INDIAN MEDICAL SERVICE.

FOR PRIVATE CIRCULATION.

Lahore:

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1883.







*Leading Article of Civil and Military Gazette, April 26th, 1883.*

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### THE INDIAN MEDICAL DEPARTMENT.

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We have lately received numerous letters from Surgeons of the Indian Medical Department, complaining in no measured terms of their treatment at the hands of Government. Knowing that where there is smoke we may look for fire, we have gone carefully into the case of these Officers, and find that their grievances are as follow :—

I. That they have been brought out to India under a misapprehension, into which they were led by a Government circular. In the memorandum from the India Office, sent to all candidates for the Indian Medical Service, the salaries of the principal Administrative and Military appointments are enumerated. Under this heading, we find Surgeons under five years' service, Rs. 450, with Rs. 60 horse allowance in cavalry regiments. In para. 21 of the same memorandum, it is laid down that a Medical Officer will, however employed, be restricted to the rate of pay laid down in para. 16 (*i.e.*, Rs. 286 per mensem), until he shall have passed the examination in Hindustani, known as the "Lower Standard." Again, in this memorandum there is no mention of officiating appointments. There is not the slightest doubt, we think, that the implied meaning in the above-quoted para. is, that when Officers have passed the Lower Standard examination, they are to get Rs. 450 per mensem pay. When we are told, however, that the greater number of the Officers who joined during the past three or four years, and have passed this Lower Standard examination, are yet drawing the miserable pittance of Rs. 286-10 per mensem ; that the more fortunate are drawing Rs. 75 or

Rs. 100 additional for charge of a wing, or for officiating charge of a regiment—of which there is no mention in the memorandum,—and that Rs. 450 per mensem is a thing unknown, we must really come to the conclusion that these Officers have a very distinct grievance.

II. Indian Medical Officers complain that, having passed the Lower Standard, they have to pay their way to all appointments in which they draw higher pay. Imagine going to Peshawar from Calcutta, to draw an extra Rs. 100 a month, and paying one's own way.

III. It is complained that the staff appointments, such as Station Staff, &c., formerly held by Officers of the Indian Medical Department, are now given to the Army Medical Department. A glance at the Army List shows us that this is the case.

IV. It is said that a new order has come out that Indian Medical Department Officers shall be attached to Station Hospitals, presumably to learn tropical diseases. Now, when we remember that these station hospitals are in all cases presided over by Surgeons of the Army Medical Department, we are a little surprised at the order. The successors of Murchison, Martin, Playfair, and Fayrer, in the once grand Indian Medical Service, must be sent to learn tropical diseases from men who come to India for five short years, and then, like the swallows, "homeward fly" as quickly as possible. But to add insult to injury, we see that the Army Medical Department Surgeons, who look forward to Home Service after five years, are actually drawing higher pay in these station hospitals than the Surgeons of the Indian Medical Department, who have no prospect before them except a life-time in India; and, when worn out, a pound a day pension,—for a wretched few years, perchance—in England.

The much disputed questions as to the Army rank of Medical Officers, we need not discuss now; but there is a good deal to be said on both sides. It may certainly be argued that if the



Medical Officer loses, at one fell swoop, both military *prestige* and the filthy lucre promised as his reward for service in India, he is certainly in a deplorable condition.

There is only one thing to be done, if Government wishes to do its medical officers justice, let it abolish the anomaly of unemployed pay, and avoid insulting its servants by offering them a stipend of Rs. 286-10, which a first-class clerk would scoff at.

Is it necessary to plead for the longer continuance of the once splendid Medical Service? Surely what it has done in the past need not be forgotten. Were it not for the Indian Medical Service, our East India Company would never, perchance, have gained a footing in India; for the first grant of land upon which to build a factory was granted to the Company for the service rendered by their Surgeons—Boughton and Hamilton.

Again, in more recent times, the following great Imperial Departments were either organized or brought to their present state of efficiency by Officers of the Indian Medical Service:—The Telegraph Department, by Dr. Sir W. O'Shaughnessey; the Post Office, by Dr. Geo. Paton; the Forest Department, by Dr. H. Cleghorn; the Jail Department, by Drs. Mouat and Hathaway, &c. The Assay and Opium Departments are officered by Indian Surgeons.

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*Extract from Pioneer, February 21st, 1883.*

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TO THE EDITOR.

SIR,—Your columns have of late been full of the grievances, as regards pay and promotion, of the Staff Corps subaltern. Could you spare a small corner for the still more striking ills of what was once, and that but a short time ago, the world-famed Indian Medical Service? The condition of the junior members of this service has now become little short of desperate.

At the present moment there is hardly a Surgeon of under five years' standing who is not relegated to a rate of pay from which the latest joined subaltern of the Staff Corps would turn with contempt. This pay consists of Rs. 286-10 *per mensem*, and is the lowest rate of pay which is ever drawn by any Commissioned Officer in Her Majesty's Indian Forces either combatant or non-combatant. The Staff Corps Officer no doubt has his grievances, but I would ask—Has he, like we of the Indian Medical Service, ever been put on pay less than that of an officer of equal rank and standing in the British Army? Has he ever fought his country's battles on what has been termed in mockery "unemployed pay?" Has his service been deprived by an arbitrary swoop of half its general commands, like ours of half its administrative appointments? Has he for months and years been pitchforked about the country—here to-day and there to-morrow, but never long enough in one spot to gather round him the semblance of a home? Has he been deluded into entering his service by promises of a Machiavelian ingenuity, which would put in the shade the prospectus of a bubble company? No! he has had a year of probation; and to these queries, I fear he must thankfully give a decided negative: yet such as I have depicted is the miserable condition of the majority of the junior members of my service at the present moment. The Staff Corps Officer wants Captain's rank and pay for ten years' service. Should he not get it, I may, as a sort of Job's comforter, remind him that there are crowds of men of his own age who have, though they bring *gratis* to the service of the Government a profession which has cost them years of study and no slight expense to acquire, to exist upon a pay which is inferior to his own. We have, it is true, the feeble consolation of the unsolicited rank of Captain, which, if it were not for the fact that it is undoubtedly essential for the maintenance of our *military* status, would be gladly resigned as a worthless bauble. So firmly rooted is the impression among the public that the Medical



Services are infinitely better paid than the combatant branches that, I am sure, it would hardly be believed possible that professional men of college or university training could be found, not only to risk their lives in their own calling during the terrible epidemics peculiar to the East, but equally with the soldier whose trade it is to be ready at any moment to brave the hardship of a campaign or the perils of a battle-field for a recompense inferior to that accorded to the last joined subaltern. Nor, had we known in time of the system by which we are kept for years on "unemployed" or "officiating" pay, and thus deprived of the full allowances which our covenant with the Government alone spoke of, would, I venture to say in all sincerity, a single man of us have thought of squandering the best years of his life in this monotonous and weary land, for a pittance which is barely a maintenance allowance? If the Staff Corps, then, has its just grievances, as I believe it has, how much more so has our service cause for complaint. But we have the remedy in our own hands. The breaking of faith with us is too flagrant to stand the light of open day. Let each of us have the question referred to the House of Commons. Petitions to Indian officials will merely rot in office pigeon-holes; so let us at once—for there are few of us who have not some parliamentary interest—have the whole question laid before the British Parliament. The Indian Medical Defence Fund still exists; and, though it has of late been working chiefly for our seniors, let us not neglect the valuable machinery it has in its possession for Parliamentary representation.

CRÆSUS.

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*Extract from Pioneer, March 5th, 1883.*

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TO THE EDITOR.

SIR,—The letter of CRÆSUS in your issue of the 21st ultimo struck a note of no uncertain sound; and it is to be

hoped that the apathy and indifference, which has already been well-nigh the ruin of our service, will give place to action of an extended and united kind, when we may look forward with some hope to getting the terms on which we entered the service. There are at present between 40 and 50 Surgeons on unemployed pay, as well as a very large number who are only officiating—a state of affairs which, I believe, has no parallel in the annals of the service. According to our terms with Government on entering the service, neither officiating nor unemployed rates of pay were recognised after passing the Lower Standard in Hindustani; and that these rates of pay should now be enforced to such an alarming extent constitutes little less than a flagrant breach of faith. What have we got hitherto by our silence? Nothing. Nay, what is worse, the service is admittedly rapidly sinking to the lowest depths of the slough of despond. The position of the juniors to-day is incomparably worse than it was four or five years ago; and can it be supposed that it will improve unless we one and all put our shoulders to the wheel to stem the torrent? The Army Medical Department succeeded in rescuing their service, and I assert we can do the same. It only needs union. I would therefore call upon every Surgeon, whether officiating or unemployed in military or civil charges, to write a petition fully setting forth his grievances since entering the service, and forward it to N. J. Wahab, Esq., Secretary, Indian Medical Defence Fund, 2, Storey's Gate, St. James's Park, Westminster. We also have got a powerful private interest amongst members of the House of Commons which we should utilise to the utmost, and so strengthen the hands of the Defence Committee. Those who do not know how to make out a petition will get every information on the subject by communicating with Mr. Wahab, but they should also write him a letter stating fully the individual treatment they have been subjected to since they entered the service. Funds will be required for such an extended movement; and

it is to be hoped that every Surgeon—who can at all afford it—will send a subscription to the Defence Committee. If these suggestions be promptly acted on, the early amelioration of the present desperate condition of our once noble service is looked forward to with confidence by

I. M. S.

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*Extract from Pioneer, March 7th, 1883.*

TO THE EDITOR.

SIR,—On reading the letter signed CRÆSUS in your issue of the 21st ultimo, I was at first inclined to think that an aggrieved junior was indulging in a little exaggeration. On referring, however, to the Army List, I find that his statements are pretty well borne out. The Bengal Army List of January, 1883, shows that the last six batches joined—from 31st October, 1879, to 1st April, 1882—are in the following position :—Total joined, 42 ; in permanent employ, 3 or 7 per cent. ; officiating, 14 or 33 per cent. ; unemployed, 25 or 59 per cent. By way of comparison I take the Army List of July, 1875. The position of the six latest joined batches on that date (30th March, 1872, to 3rd September, 1874) was as follows :—Total joined, 65 ; permanent employ, July 1st, 1875, 12 or 18 per cent. ; officiating, July 1st, 1875, 34 or 52 per cent. ; unemployed, July 1st, 1875, 19 or 29 per cent. It will be seen at a glance that the juniors of the Indian Medical Service have not been faring at all so well lately as some years ago, and that they have a most substantial grievance. It is monstrous that these officers should be still eking out existence on a pittance which they were led to suppose was only a subsistence allowance confined to officers who had not passed the Lower Standard in Hindustani. I may add that I am not one of the unfortunates, and am quite disinterested.

INDICUS.



*Extract from Pioneer, March 7th, 1883.*

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TO THE EDITOR.

SIR,—CRÆSUS, by his temperate and outspoken exposition of the grievances of the Indian Medical Service, deserves the thanks of all the junior members of the same. As he truly says, their condition has become little short of desperate. He might have stated the case with far greater severity, for I venture to state that no more deliberate "job." has ever been perpetrated than that by which the innocent candidate is lured into the meshes of the Indian Medical Service. At the beginning of his career he receives a specious memo. of the conditions of the service from the India Office. In this crafty memo. not one word is said about the system of "unemployed pay," nor is there one word said about the fact that those entering the Indian Service are on arrival in India immediately handed over to the Army Medical Department for long afterwards to be attached to their station hospitals. On the contrary, the memo. leads him to suppose that as soon as he has passed the Lower Standard he will receive the pay of Rs. 450 per mensem. Now, no one will dispute the fact that all members of our service could have obtained commissions in the Army Medical Department had they been willing. Not having elected to do so, the Surgeon of our service is naturally surprised at being handed *nolens volens* over to the sister service on landing in India. He is destined, however, to some further surprise. He passes the Lower Standard, but the mirage of Rs. 450 per mensem floats still further away from him as he traverses the desert of his service, unless perchance he can play the flute, or has a favourite uncle who is a Collector. Two, three, and even four years pass, and he is still on unemployed pay, frequently at a station hospital, and drawing Rs. 286 for the very same work as that for which the Surgeon a few months or one year's service in the sister department draws Rs. 317. Five and six years pass, and he is

generally then with only an officiating appointment. In contrast to this, read now what is to be found in the Blue-book respecting medical officers in India, presented to Parliament in 1881. At page 287 occur these words, alike admirable with the memo. above referred to for their remarkable coincidence with truth :—

“ It will be found that an officer *almost invariably* obtains officiating or permanent employment about two years after his arrival in India.” With these words I now leave the subject of the promises and performances of the India Office, merely remarking that it is difficult to understand why an advertisement was issued from the said office on the 4th January last, stating there were vacancies for *five* surgeons, when it is well known there are 30 or 40 more men in Bengal alone than the authorities know how to dispose of. It is incumbent, therefore, for all of the junior members to better themselves, but I am sorry that I cannot agree with CRÆSUS in supporting the Indian Medical Defence Fund for that purpose, and for the following reasons :—The Fund has done but little for the junior members of our service ; on the contrary, it has tended, with the memo. issued from the India Office, to tempt men into it. For the circular issued from the committee in September, 1881, deliberately states that the system known as unemployed pay for junior officers is *abolished* or *modified*. Such a statement either implies gross and culpable ignorance of facts, or is a wilful misstatement, or shows signs of wavering in fighting for the abolition of this our greatest and most annoying grievance. Further on the circular even has the hardihood to state that the committee are of opinion that the Government on this and other points have granted *as much as could be reasonably expected*. The Government have granted nothing except abolishing unemployed pay in certain cases on field service, which abolition was granted before the Defence Fund came into existence. The system is certainly not abolished : it may be modified, for it is certainly more rife at the present time than at any other period of the service. Again I would draw attention to the balance sheet



issued by the committee, up to 1st August, 1881. Out of £603-0-2 the Secretary had received £309-15 for salary. The Secretary is not a man of our service, and although a "Secretary Maintenance Fund" may be a grand object when considered abstractly as a charitable institution, yet with the system of unemployed pay so vividly before us, the rupees might be better spent at home. I would urge, therefore, that Messrs. Grindlay and Co., be requested to receive contributions from the junior members of the service, with a view to forming a new association for laying the matter before Parliament.

DUPED.

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*Extract from Civil and Military Gazette, March 16th, 1883.*

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**SURGEONS A "DRUG" IN THE INDIAN MARKET.**

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TO THE EDITOR.

SIR,—As the exponent of military feeling in India, I am confident that you will find space for this letter from one of those who, esteeming themselves proud in being appointed Surgeons in her Majesty's Indian Military Service, have, on arrival in India, been disillusioned. Year by year, prospectuses—clear enough perhaps in their meaning for Government, but certainly calculated to deceive men uninitiated into the ways of Pay Examiners' offices, and such like—find their way into the hands of ambitious and hard-working students in England. A perfect land of Ophir is disclosed to them, *viz.*, Rs. 286-10 per mensem on appointment, and Rs. 450 on passing the Lower Standard ; for surely this is the meaning to be derived from the passage—"Surgeons, however employed, will be restricted to the lower rate of pay *till they have passed the Lower Standard Examination.*" The simple-minded Surgeon believes in Government, believes in the verity of the Queen's English ; he consequently, perhaps, in order to send help to a mother or sisters,

expatriates himself and comes out to this land of Ophir ; for he has been led to expect " that the gold of that land is good " ; but all too soon he finds that his rupee is value for 1s. 7½d. ; and that Rs. 450 monthly pay on passing the Lower Standard is a " mockery, a delusion, and a snare," instead of gold, bdellium and the onyx stone ; India's sunny clime is productive only of Rs. 286 *per mensem*, *Objection Statements, and regimental cuttings* !! He drags on month after month, in a sad state of " hope deferred which maketh the heart sick." Having passed the Lower Standard, he looks for his appointment ; at last it comes. His looks brighten ; he is ordered from Cawnpur to Peshawar, to an *officiating* charge. As he is going to a higher rate of pay *he pays his own travelling expenses*—my uninitiated reader will hardly believe this, but I know it only too well to be the case. Perhaps he holds his new appointment for two months, during which time he has not recouped himself for the travelling expenses up to his appointment, when he is again shifted ; and so on, *ad infinitum*. Gradually he finds that he is only suffering in company with over 50 per cent. of his brethren of three or four years' service, when he is landed in some " blazing " station, and drawing less pay than his contemporary of the *A. M. D.* He came out to India an ambitious " Surgeon," but finds himself merely a useless " drug ;" he came from his own country to help those left behind, but he finds that he must exercise the greatest economy to keep his own head over water in money matters. At present there are men, who have been five years in the service, who have never drawn Rs. 450 *per mensem*, and men of two and three years, who have spent more than half that time upon the miserable pittance Rs. 286-10 *annas*—this additional ten annas bounty being presumably spent in postage stamps for begging letters to authorities who are powerless to amend this disgraceful state of things. When men of interest, and education hardly second to members of the Civil Service, come to India and find that they have been

tricked and deceived, and that there is "nothing" for them to do and no pay for doing it, everyone must confess that it is a state of affairs calculated to make the "pill" rather bitter. Is it fair, I ask, to allow men to be thus deceived; to have the early years of their service embittered, not merely by cheating natives, but by a general and almost fruitless struggle with comparative poverty, whereas a misleading prospectus of the India Office led them to believe that there should be enough and to spare. If from the Indian Surgeon you take his spurs—as has been lately done by regulations;—if you deprive him of all *prestige* of military work; if you allow him to be all but passed over when rewards are lavished for service in the field (as was done after the Egyptian campaign); yet surely it is due to his education and important calling that he should at least receive the emolument which he is promised, so that he may not be at once the least respected, and worst paid, junior in the Military world.

ONE OF THEM.

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*Extract from Civil and Military Gazette, March 27th, 1883.*

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### THE INDIAN MEDICAL SERVICE.

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TO THE EDITOR.

SIR,—Will you kindly allow me space in your paper to add my dictum, to that of your correspondent "ONE OF THEM" in issue of 16th instant with whom I have a fellow feeling and a common grievance? I can bear him out as to the delusion imposed upon us by that prospectus of the Indian Medical Service, which states that the pay of a Surgeon under five years' service will be Rs. 450 a month, but that the lower rate of pay Rs. 286-10 only will be allowed until the examination in Hindustani by the Lower Standard is passed. It is surely an anomalous state of affairs that we should receive less pay than the bare pay of rank,



by about  $\frac{1}{6}$ , for the first five to eight years of service, and this though fully employed, because, as we are told, we are only officiating. But when officiating in an appointment the very same duties have to be performed and the same responsibilities incurred as when the appointment is a permanent one ; and why therefore a different rate of pay ? Another very hard part of this officiating business is that, when an officer is relieved of one appointment and ordered to take up another at a distance, he receives unemployed pay only for the time spent travelling, &c., to join. But this officiating phase of the young Surgeon's existence is the bright one—the best he can expect. Much worse is it for those unfortunates—a multitude, of whom I am one—who are munificently rewarded monthly with unemployed pay Rs. 286-10, a little over half that stated as the pay of our rank. The potion is rendered all the more bitter, too, by the small prospect there is of improvement—the Medical Officers of the disbanded Regiments absorbing all the available appointments ; so that no officer who is of less than three or four years' service, unless he be extremely fortunate, need expect even an officiating charge of any duration. While drawing this bare subsistence allowance, it by no means follows that the officer is unemployed or lightly employed either. It is sometimes found that his services are required in a Station Hospital or in some particular Regiment or station having already its regulation supply of Medical Officers, where an epidemic outbreak or unusual amount of sickness occurs ; or again he will be wanted to take charge of some small and out-of-the-way detachment or garrison. However, it is not with the amount of our work we find fault, but with the inexplicable regulations presiding over our pay. We are not supposed to be in any sense on probation during the early years of our service. The Diplomas from the Universities or Medical Schools we must possess, the competitive examinations to obtain places, and the course of instruction in Military specialities received at Netly and followed by a final qualifying

examination, are a sufficient warrant against this. Why do the authorities descend to these practises of illusion to decoy men into the service? Why give commissions to more than are really required for the contingencies of the service, or for whom they have appointments at their disposal? It is very plain that a great injustice is done to the juniors of our service, and that a reform is necessary in the direction of sweeping away all those petty regulations referring to unemployed and officiating pay, and all ingenious tricks of administration which result in the curtailment of our salaries. Why not have a fixed rate of pay, no matter how employed, according to rank and service, as exists in the A. M. D.? Until something in this direction is done, the growing disaffection must exist, and increase with the result of doubtful benefit to the State. The question resolves itself into this—whether the paltry sum thus saved yearly to Government, will compensate for the unpopularity and consequent deterioration of a department, which has hitherto had men of high professional standing to fill up its ranks, and which has always done its duty with credit and efficiency.

UNEMPLOYED.

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*Extract from Civil and Military Gazette, March 30th, 1883.*

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**THE INDIAN MEDICAL SERVICE.**

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TO THE EDITOR.

SIR,—Your correspondent "ONE OF THEM," of the 16th instant, has painted the Indian Medical Service in its true colours; and by a few touches of his brush has dispelled the many pleasing illusions which we all in common shared previous to our acquaintance with the stern realities of our position. Well can I remember, whilst at Netly, the visions of the "Gorgeous East," and my elation at the bright prospects that



lay before me in the land of Ind. I, like the majority of those who enter the service, knew nothing of India; and pinned my faith on what I fancied to be a sufficiently strong rock, in the shape of a memorandum from the India Office, in which my "pay and allowances when in India" were succinctly set forth in our mother tongue. I bore not in my mind's eye

" Better fifty years of Europe  
Than a cycle of Bombay ;"

but read, swallowed, and inwardly digested these regulations. I have read them many a time since, and even now cannot perceive where the joke comes in. Yet the India Office have concealed, within the charming paragraphs of this plain statement of what would appear to be facts of solidity, a practical joke of no slight magnitude. The Government's proceeding is a simple one. An advertisement appears that there are vacancies for a certain number of public servants, in the shape of budding Surgeons; whilst to the enquirer is sent a description of his position, rank, promotion, and a statement of the "pay and allowances" he will be entitled to receive. So far so good. The Surgeon thinks, as he reads para. 21 of this document, which runs as follows:— " 21.—A Medical Officer will, however employed, be restricted to the rate of pay laid down in para. 16, until he shall have passed the examination in Hindustani, known as the 'Lower Standard.' " That as soon as he has passed this examination he will no longer be restricted to the unemployed rate of para. 16. This is a natural inference; and, as we are not all born *nisi prius* lawyers, it is a legitimate deduction to draw in a contract where honour and justice are supposed to have a place. But too soon does the hapless Surgeon find that neither honour nor justice are to be found in the treatment to which he is subjected. In para. 18 of the India Office Memorandum, he is informed that the salary attached to the charge of a Native Regiment, for a Surgeon under five years' service, is Rs. 450; and if above five years' service, it is Rs. 600

*per mensem*. This is a plain statement, which cannot by any sophistry be set aside. Para. 19 states—"The salaries of other medical appointments, in the Civil and Military Departments are consolidated, and vary from Rs. 1,800 to Rs. 400 *per mensem*;" and, as no paragraphs other than those I have mentioned, contain regulations respecting our pay and allowances, no other conclusion can be drawn but that if the Surgeon is not in charge of a Native Regiment, he is certain to be in some "other medical appointment," where his salary will pleasantly float between Rs. 1,800 and Rs. 400 a month. I have placed my profession and my life at the service of the Indian Government, on the terms proffered by that Government itself. I have performed my portion of the contract, even to the risking of my life; but the Government, by the exercise of mean and paltry subterfuges, has repudiated the performance of its share of the bargain. I doubt if this statement would meet with the ready credence of a non-official unaccustomed to the cavils of a Pay Department; but, it is true, nevertheless. I state, on the authority of the Army List, that there are, at the present moment, in all Bengal, but 4 Surgeons of 6 years' service who draw Rs. 600; and not one of 5 years' and under, who draws Rs. 450 for the charge of a Regiment. On the contrary, of the 84 joined within the last 6 years, there are but 12 in civil and 4 in military employ, who are not defrauded by the Government of sums varying from £70 to £296 *per annum*. The manner in which this "financial saving" is effected is amusing from its calm effrontery; and as this ingenious discovery of a new system of finance has the high authority and support of the Government of this land, I earnestly recommend its adoption by the community at large. The plan is simplicity itself, and will perhaps be best understood by an exemplification culled from the affairs of every-day life. You engage, say your *khansamah*, at Rs. 20 *per mensem*, and bind him down so that he cannot leave your service. At the end of the month, when *your* official

wants his wages, you hand him Rs. 10 and say—"You have done the work very well indeed, and I am quite satisfied with you; I forgot to tell you before I engaged you that you are only *officiating* for *Ram Sammy*, who has gone on two years' furlough to Madras; and therefore you are entitled to only half the pay I promised you." Another glorious means of saving is to work your servants just as usual, or even take them with you—to Afghanistan or Egypt, it is all one—and when they come for their hire you smile on them serenely and say, as you hand them half their regular wages—"You have worked very well indeed, and were very plucky under fire; but I forgot to tell you, before you entered my service, that you are compelled, whenever I please, to do your work but to receive *unemployed pay* for doing it." Would it be believed possible that, in this 19th century, an enlightened and Christian Government can, unchecked by public opinion, pursue the notorious plan of *not* paying its servants which I have indicated above? I believe not; yet, it is a fact, and I challenge any official to deny it. All of us Surgeons up to 6 years' service are, with 16 exceptions, at present on either "unemployed" or "officiating" pay. Our liability to be placed on these rates or pay was never even alluded to in the statement of our "Pay and allowances when in India," as furnished to us by Government previous to our entry into the service; and I affirm that the substitution in India of these rates, in lieu of those promised us, is not only dishonest but illegal.

"UNEMPLOYED PAY."

*Extract from Civil & Military Gazette, April 14th, 1883.*

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### THE INDIAN MEDICAL SERVICE.

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TO THE EDITOR.

SIR,—Many letters have appeared of late in your columns regarding the Indian Medical Service, which show a most unsatisfactory and indeed ridiculous state of affairs. It is truly a Department of which the Indian Government may well be proud. In England such things would scarcely be believed, but in this country it excites neither ridicule or surprise. In fact it is quite *comme il faut*. The whole mismanagement seems to have reached a sort of climax, when we read in your impression of the 7th instant, that officers of the Indian Medical Department will be attached to station hospitals in order to learn the characteristics of tropical Diseases in Europeans ; as if, forsooth, there were any material and wonderful difference in the ague of a black and a white man ! Besides, who is to afford this supposed instruction ? Is it to be perhaps the same officer who failed in his student days to attain to sufficient proficiency to enable him to compete successfully for the Indian Service ? Or are special professors coming from England to teach us ? We always thought that Netley Hospital was devoted to this purpose with the famous Surgeon-General Maclean, I. M. S., as a tutor. It is not as if there was not an infinitely more interesting and extensive field for the study of tropical disease in Europeans in the Civil Department of our own service. But still such is the case. So it is evidently either a bad joke or a stupid blunder, probably the latter, as jokes are not official. Its meaning is probably that the service is crowded to excess, and the Administration is at its wit's end to cope with the emergency. This measure will therefore be actually tried with a view of decreasing the crowd



of unemployed Surgeons, with a plausible excuse to the Home Government. But may I ask how does this plan in any way remedy *the crying evil*? The matter which is taken up by all your correspondents, *viz.*, their being defrauded by a mere word-quibble, and on no real ground whatsoever, of their legal right of employed pay. Why should they come out to this country to be unemployed. Nobody but idiots would think of such a thing. Under this sage plan of Indian Surgeons going to station hospitals, they will actually draw less pay than officers of their own rank and standing in the British Medical Service doing the same work. This is an apt example of adding insult to injury. I know that there is a general impression that army doctors are always grumbling, but there is never smoke without fire, and if one-tenth of the injustice done to the Indian Medical Service were suffered by any other branch of the Service, depend upon it we should soon know all about it. A young doctor, moreover, is not to be looked on in the light of a man who has made blind submission a profession, like a soldier has. It must be remembered that he was a man of profession and standing in life before he joined the army; and when he did join he imagined that his professional attainments would meet with at any rate a higher remuneration than those of an ordinary subaltern. The Surgeon's rank of Captain is mere mockery and *worse* than mockery; it makes him a host of enemies, and brings him absolutely nothing. Proud of his profession, and also a man of the world, he lands in India and finds the whole fabric of society, is built upon military rank and pay. Imagine then how humble and lowly he must feel on finding his rank utterly ignored and his pay the lowest of *all*. It would be easy enough to bear it, were it all right and above board, but it is bitter to know it is merely official jugglery too long endured in silence. No doubt the money credited to the State, by these means, is enormous; but why should the Indian Medical Service be the only lamb to be shorn and made to smart so severely? Why should the other



numerous Departments of the Indian Army flourish like green palm trees? The qualifications for these Departments usually are a little interest and a heroic resolve to turn the sword into a pen. Glance for one moment at the list of Departments of the Indian Army. The princely pay of most of these strikes a doctor dumb with amazement. We find in these Departments that subalterns can draw to begin with, in the Transport Commissariat Rs. 375, in the Pay Department Rs. 525, in the Quarter-Master General's Rs. 625, in the Adjutant-General's Rs. 725, in the Ordnance Department Rs. 515. Contrast this pay with a Surgeon-Captain's of Rs. 286. The men who are in the above-named Departments have not been educated to any profession, but are merely soldiers who entered the Army with a school-boy's education at a school-boy's age. But all this is a side issue, and after all, doctors are only asking for the fulfilment of promises, held out to them as inducement to enter the service.

M. R. C. S.

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*Extract from Civil and Military Gazette, April 19th, 1883.*

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### THE INDIAN MEDICAL SERVICE.

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TO THE EDITOR.

SIR,—It is really time something should be done towards the abolition of "officiating," and that great incubus "unemployed," pay in the Indian Medical Service, and I would ask a small portion of your space to advocate a fixed staff salary for all Surgeons under five years' service of Rs. 100 per mensem when "doing duty" with Native Regiments, and Rs. 150 per mensem when holding officiating charges, with a proportionate

increase, after five years' service, until such time as they may get substantive employment. There is surely no valid reason why the Indian Army Surgeon should not have a fixed staff salary as well as the Staff Corps subaltern ; or why his pay and allowances for a good part of his first five years' service should be less than a Veterinary Surgeon on the Indian establishment. The medical officer differs from all other officers of the Indian Army, in that on entering he brings to the service of Government a profession expensive to acquire, and which has besides cost him years of hard study. The subaltern officer learns his military duties, not only after he enters the service, but at the expense of Government, and even while he is in receipt of pay from the State. But the indulgence of Government does not end here ; it also gives the subaltern a fixed staff salary when with infantry of Rs. 100 per mensem, when with cavalry of Rs. 150 per mensem, and this pay he gets, even though he be supernumerary in the regiment, with an additional allowance should he hold the appointment of Adjutant or Quarter-Master. A Veterinary Surgeon on the Indian establishment under five years service, has a fixed salary of Rs. 377 per mensem, the Army Surgeon, entrusted with the lives of Her Majesty's Indian officers and men, spends most of his time under five years' service on Rs. 286 per mensem, and never gets more than Rs. 386 per mensem for this most responsible duty. Even, when on active service, we are often for months and months restricted to this miserably low rate of pay. As an instance, I was for a time in charge of 150 sick, many of them serious cases, which caused me a deal of anxiety and required the utmost attention ; yet, will it be believed, for this most arduous duty I got the handsome remuneration of Rs. 286 per mensem. It is an axiom in the army that a man is paid according to his responsibilities, and I would ask, is there any more responsible duty than the care and treatment of sick ; *yet the Surgeon is worse paid than any other European Commissioned Officer in the Indian Army.*

Many more arguments might be urged in favor of the fixed staff salary which I advocate, but I think the claims I have put forward are sufficiently strong; and be it remembered, that for which I ask, is less than what I was induced to enter the service for, and short though it is of our just expectations, I am sure it would satisfy all, and prevent the disappointment and heart-burning which, at present enter so largely into the daily life of the Indian Surgeon. Sooner or later the inevitable result will, be to impair that efficiency to which the Indian Medical Service is indebted for the distinguished position which it has so well earned, and the popularity which has brought it some of the most promising and talented students from the home medical schools. It is needless to say that such men do not come out to India with their eyes open to this interminable unemployed pay, and it is not to the credit of Government that it continues to get men into the service by a means which it would not for a moment permit to a *private* employer.

M. D.

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*Extract from Civil & Military Gazette, 19th April, 1883.*

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TO THE EDITOR.

SIR,—May I ask you to be kind enough to publish the following extract, which forms the concluding para. of Sir C. Wood's despatch, reorganizing the Indian Medical Department in 1864. The despatch is published in G. G. O. of 1864, No. 1060. "The above measures, which obviously tend greatly to improve the condition and prospects of the Medical Service of India, cannot be carried out, as your Government will at once perceive, without a heavy expense to the State. It is hoped, however, that the result will be at once to diffuse a

spirit of satisfaction and contentment amongst the officers now in the service, and to secure, for the future, a certain supply of medical officers of good social position, liberal education, and professional ability, for Her Majesty's Service in India." In the previous paras. of this despatch, the Surgeon is promised Rs. 450 when in charge of a regiment, while he is under five years' service, and afterwards Rs. 600, and such a thing as the officiating rate of pay is never once mentioned in it. The spirit of satisfaction and contentment contemplated by the Secretary of State, has been replaced by a burning sense of injustice, brought about by the ingenuity of the Pay Department in contriving subtle means of evading the "many expenses to the State" which the Secretary of State sanctioned. When a Surgeon finds that instead of drawing Rs. 450 per mensem up to five years' service, he is put on either Rs. 306 or Rs. 286, and instead of Rs. 600 after five years draws at most Rs. 404, and possibly Rs. 304, he has reason to complain of the evasion of the Secretary of State's orders, and the invention of a rate of pay never even mentioned in the despatch, under the terms of which he is still serving. A Surgeon does not now get a permanent appointment till about seven years' service, thereby losing about Rs. 8,000 which the Secretary of State sanctioned to him. Every other officer has some substantive appointment; but the unfortunate Surgeon goes on for about seven years and is heavily fined because, though doing exactly the same work, Government will not provide him a substantive appointment or give him full pay.

Medical officers have been accused of causeless grumbling; but any one who considers the way they have borne "unemployed pay" in cholera camp, on active service, and elsewhere, for the last five or six years, will conclude that no other body of officers would have submitted to the treatment they received, under the operation of rules not sanctioned by the authority which laid down the conditions of admission into the service.

PAUPER.



*Extract from Civil and Military Gazette, April 21st, 1883.*

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THE INDIAN MEDICAL SERVICE.

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TO THE EDITOR.

SIR,—There was once something rotten in the state of Denmark. History constantly repeats itself : can it be that there is now something rotten in the state of India ? More particularly in the various Departments under Government—the Associations formed by its servants for defence against our paternal or maternal rulers, rather point to such a conclusion. The wrongs of the oppressed Anglo-Indian on every side cry for redress : he is not the man to be trampled on without a fight and, for the present, finds a vent in Defence Committees and letters to the papers. I do not propose, in now writing to you, to attempt a dissertation on all the wronged Departments—that were too huge a task—my object is simply to add another word of protest to the many that have lately appeared in your columns, on the subject of the most shamefully wronged of all, the Indian Medical Department. It is a fact that a most bitter sense of injustice and discontent prevails among all the juniors of that service, especially among those who entered it before its partial abolition in 1880. Justification for the feeling exists, in cases too often set forward, and too well-known to need particular recapitulation. The change in their prospects came on them like a thunder-clap on astonished and bewildered ears ; but as soon as their scattered faculties had begun to grasp the idea that they had been sold to the restless evil spirit of perpetual reorganisation, it was pretty evident that the beginning of an end to the service they had entered had commenced ; and that, thenceforward they were going to have a bad time. They have had a bad



time for the last three years, and a worse time than all for the last six months. Employed on unemployed pay, with an occasional stroke of luck in the shape of an officiating appointment—involving the disagreeable expedient of a sale of property to enable them to pay their way to it; attached to European hospitals to share the work of A. M. D. Surgeons, when, by bad management, their number falls below the very liberal complement (the transparent hypocrisy of a recent order that junior I. M. D. Surgeons are to be attached to station hospitals, for instruction in the diseases of Europeans in this country, merely adds to previous injury an insult, unnecessary for any good purpose); engaged in continual skirmishes with the Examiner of Accounts over their scanty pay; harrassed by the petty cares resulting from straitened financial circumstances; snubbed, in the approved official style, by the superiors of a service to which they do not belong; junior Surgeons find much to convince them that theirs is far from an exception to the universal condition of nature—"a struggle for existence." Is it to be wondered at if an angry sense of disgust has long ago succeeded to the innocent zeal and energy with which they landed in the country of their adoption, cherishing dreams of possible reputation to be gained, and a fair income to be earned, as a recompense for exile from home and friends, when they turn from the picture of their own unsettled and uncertain condition on a miserable pittance in India, to that of contemporaries at college and hospital, earning in comfort double or treble, at home, and able to keep up a close connection with the centres of professional science? Is it to be wondered at if they have a hearty curse for the day from which their commission in Her Majesty's Service dates, with another to spare for the authorities who deceived them? If proof were wanting of the deterioration of the service, it is to be found in the result of the recent examination for five vacancies (Heaven save the mark, where can they be?) although

there were twenty-two competitors, the best of them was beaten by candidates for the A. M. D. and Navy—a disgrace which happens for the first time in the history of the service. The only chance of redress lies in united agitation; the situation calls loudly and distinctly for Defence Committees. The subject is probably an uninteresting one to the majority of your readers; and should you grant me so much of your valuable space as to publish this letter, it may bring to hasty and unsympathetic lips the frequent remark—"Confound these doctors; here they are, writing to the papers again." But if it should succeed in inciting any one junior to join a Defence Committee or write a letter, you will have aided the cause of a badly-used service, and I will cheerfully take the chance of the opprobrium which always falls on, and too often is the only reward of,

A MAN WITH A GRIEVANCE.

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*Extract from Pioneer, April 27th, 1883,*

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### MEDICAL GRIEVANCES.

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TO THE EDITOR.

SIR,—Since you have been good enough to publish several letters relating to the grievances of the Indian Medical Service from various members of that service, I have constantly heard it stated that the writing of the letters to the Indian Press is simple agitation, and that this agitation is quite inexcusable.!

What we are indignant about is that we (in contradiction to what we understood before entering the service) are actually drawing less pay than officers of our rank and standing in the Army Medical Department—we who have agreed to serve our lives in "this weary and monotonous land." Why should we

have ever chosen it? Undoubtedly because we were induced by promises. To be sure the promises were ambiguous, but ambiguous in such a minute degree as to leave no doubt on the mind of the young and hopeful. The promise was to this effect :— “Up to the time when you shall have passed the Lower Standard in Hindustani you will draw Rs. 286-10 per mensem.” The inference to be drawn from this is evidently that when the examination is passed that the next grade of pay will be granted. But no ; what we find when we come to dull reality is that the above clause should be read as follows— “ Up to the time when you shall have passed the Lower Standard in Hindustani and for an infinite period afterwards, lasting perhaps for many years, you will draw Rs. 286-10 per mensem.” If this clause referring to passing the Lower Standard is not held up as an inducement promising increased pay afterwards, what is the use of wasting paper on it, as we are in no way bound to pass in the language ? And such fallacies exist in Government memoranda ! We have at any rate some ground to be indignant ; we are *not* clamouring out of greed and ambition. More thorns are now cropping up in the pillow of the peaceful Indian Medical Service, and have roused it to cry out, however feebly, for sympathy and help. A sister department, obstinate and persevering, is gradually, inch by inch, ousting her from her rightful claims, and as the younger and more comely sister has no friends and nobody who understands her, she will inevitably fall, and be quietly abolished, perhaps before it is ever known by the public at home. Again the junior officers of the I.M.S., as your correspondent CRÆSUS remarks, find themselves the worst paid officers in the whole Indian Army. This is not a very dignified position for professional men to hold— men who could, if needs be, do perfectly well independently of the Army. This is of itself calculated to make medical officers very dissatisfied. I hope, sir, by reading this that some people will think twice before accusing us of empty agitation.

A. P.



## TO THE EDITOR.

SIR,—May I ask you to be so kind as to print the enclosed paragraph from the despatch of Sir C. Wood, published in G. G. O. No. 1060 of 1864, to which I wish to invite the attention of junior medical officers. Under the terms of the despatch, which reorganised the Indian Medical Service, Surgeons under five years' service entitled to Rs. 450 a month, and after that to Rs. 600 a month, when in charge of native regiments. This is clearly laid down, and the fact that it will be a "heavy expense to the State" is recognized by the Secretary of State who wrote the despatch. The Government of India, however, apparently unwilling to bear the "heavy expense," has found a way of evading the Secretary of State's orders by the invention of a new rate of pay, not mentioned in the despatch or India Office Memo. to intending candidates. This is called "officiating pay." For the first five years it is Rs. 63 per mensem less than the full rate, and in the sixth year of service it is nearly Rs. 200 a month less; so that a Surgeon who does not get his permanent appointment till he has about seven years' service, loses a sum of about Rs. 2,000, which he was led to consider himself entitled to before joining the service, and for the payment of which Sir C. Wood's despatch provides. This state of things has gradually grown up without attracting attention, owing to the supineness and powerlessness of junior Surgeons, but has lately been aggravated, because, owing to the non-retirement of seniors and the late reduction of regiments, the period which an unfortunate Surgeon has to serve, officiating, has extended to about seven or eight years. Surgeons are the only officers in India who are so treated, and who are liable to be put on a pittance called "unemployed pay" at any moment. Lord Ripon has taken a leading part in medical legislation in England, and knows the labour and expense necessary to obtain a diploma. He cannot fail to see the injustice of putting Surgeons, who may



perhaps have spent hundreds of pounds and years of hard work in obtaining university degrees on a pittance never offered to the most junior subaltern in the Indian Army. If the junior Surgeons would present petitions for an inquiry into their condition, as compared with the promises made to them at home and the terms of Sir C. Wood's despatch, they cannot fail to obtain redress. The most casual inquiry cannot fail to convince the Viceroy and Government that "the spirit of satisfaction and contentment" contemplated by Sir. C. Wood has been replaced by a crying sense of wrong, which is entirely owing to the unwillingness of Government to give us the benefit of the terms of the despatch, and their desire to avoid the "heavy expense," which Sir C. Wood saw was, inevitable. Petitions on the above lines should be presented at once in accordance with section 22, para. 25, B. A. R. :—

*Despatch No. 240 of 7th November, 1864 re-published in  
G. G. O. 1060 of 1864.*

Para. 47.—The above measures, which obviously tend greatly to improve the condition and prospects of the medical service of India, cannot be carried out, as your Government will at once perceive, without a heavy expense to the State. It is hoped, however, that the result will be at once to diffuse a spirit of satisfaction and contentment among the officers now in the service, and to secure for the future a certain supply of medical officers of good social position, liberal education, and professional ability for Her Majesty's Service in India.—C. WOOD.

HOPEFUL.





